

## Gender Pay Gap Report 2025

In accordance with HMRC regulations we are posting our Gender Pay Gap Report. This data has been taken from 5 April 2025.

### Innovia Films Ltd's Gender Pay Gap Reporting

Innovia Films Ltd manufactures and distributes polypropylene film to over 80 countries and has around 500 employees at its Wigton site. In determining reward for our employees, a number of factors are considered, including the general economic climate, company performance, and the external market for the variety of roles that we offer. Our reward systems aim to recognise the accomplishments and commitment of our people. Their performance over and above the required standard is recognised through our company-wide bonus system, with individual bonuses being determined at departmental and company level.

Innovia continues to promote a series of activities to support a diverse and inclusive workforce irrespective of gender. Our strategy in this area is to promote equality, through a transparent recruitment process. In addition to this, recently, the Company conducted a sitewide Benchmarking exercise, ensuring that all roles were rewarded fairly to their comparatives in the local market.

The gender pay gap shows the difference in total average earnings between women and men. It looks at all jobs at all levels across the entire company. It is important to remember that this is not a measure of equal pay. Unequal pay for men and women doing the same job has been illegal in the UK for over 50 years.

Our gender pay gap is driven by the fact that, across our business, a higher proportion of male colleagues continue to occupy more senior positions than female colleagues, particularly in the manufacturing areas. Within the manufacturing sector this is also reflected.

We continue to be committed to redress the gender balance within senior management positions and this is evidenced elsewhere in the business where we continue to have a higher number of females in Sales, Supply Chain, Finance and HR.

Our mean gap as of 5th April 2025 (the difference between the average earnings of males and females) is 11.3%. Our median (or midpoint) gender pay gap is 19.8%.

Our mean bonus gender pay gap for the same period has reduced to -10.80% and our median bonus pay gap has reduced from to -10.84%.

Progression of females into higher paid roles continues to be the key reason for the gender pay gap, in addition to under-representation of women in manufacturing roles.

Looking forward, the company has committed to drive high employee engagement across all areas of the business this includes attracting talent from a diverse talent pool through becoming an employer of choice.



**Darren Jackson**  
**General Manager - Operations**